



**SENIOR PSYCHOLOGIST,  
CORRECTIONAL FACILITY (SUPERVISOR)**  
California Department of Corrections and Rehabilitation

**OPEN – CONTINUOUS FILING**

**CONTACT**

**INFORMATION**

**ON THE WEB**

[www.cphcs.ca.gov](http://www.cphcs.ca.gov)

[www.ChangingPrisonHealthCare.org](http://www.ChangingPrisonHealthCare.org)

**W**e are an Equal Employment  
Opportunity employer to all  
regardless of race, color, creed,  
national origin, ancestry, sex, marital  
status, disability, religious or political  
affiliation, age, or sexual orientation.

**Position Information**

Positions currently exist statewide with the California Department of Corrections and Rehabilitation.

A Senior Psychologist, Correctional Facility (Supervisor), in a State correctional facility or outpatient clinic, performs difficult and responsible assignments relating to psychological assessment and treatment and either assists in the direction of the psychology program of a health facility or plans, organizes, and coordinates a special patient treatment program which utilizes psychological techniques as its main nonmedical emphasis at a health facility. The Senior Psychologist, Correctional Facility (Supervisor) coordinates the work of treatment staff of various clinical specialties and volunteers in the program; serves, as needed, as a department-wide expert and psychology consultant in a specific psychology discipline; maintains order and supervises the conduct of inmates; protects and maintains the safety of persons and property; and does other related work. As a working supervisor, typically directs a staff of psychologists and is responsible for the evaluation of his/her staff. Duties may also include, as a special program administrator, the planning, organizing, and providing of leadership and functional direction for a multidisciplinary staff engaged in a specialized treatment program.

**Salary and Benefit Information**

Currently, as of July 1, 2014: \$9,437 - \$10,102 per month

For a summary of benefits, visit the California Department of Human Resources at:

<http://www.calhr.ca.gov/employees/pages/salary-and-benefits.aspx>

**Who Can Apply**

All applicants who meet the education and/or experience requirements as stated below may apply.

**Minimum Qualifications**

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as either "I," or "II," or "III," etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I and additional experience amounting to 50% of the required time of Pattern II may be admitted to an examination as meeting 100% of the overall experience requirement.



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**Minimum Qualifications (Continued)**

**License:** Possession of a valid license as a Psychologist issued by the California Board of Psychology.

**And**

**Education:** Possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination; however, applicants must first secure a license to practice as a psychologist in California before they will be eligible for appointment.

**And**

**Either I**

**Experience:** One year of experience in the California state service performing the duties of a Psychologist – Clinical, Correctional Facility or Staff Psychologist (any specialty).

**Or II**

**Experience:** Two years of postdoctoral, post internship experience in the practice of psychology involving assessment and treatment and either training, research, consultation, or program planning in mental health services.

**Special Personal Characteristics:** Empathetic understanding of patients in a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; keenness of observation; and demonstrated leadership ability.

**Special Physical Characteristics:** Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

**Examination Information**

This examination consists of a Training and Experience Assessment weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.



Examination Information (Continued)

TRAINING AND EXPERIENCE ASSESSMENT  
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Knowledge of:

1. Principles, techniques, and problems in developing and coordinating a specialized psychological treatment program.
2. Principles, techniques, and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality, learning, individual differences, adaptation, and social interaction.
3. Methods for the assessment and modification of human behavior.
4. Forensic psychology.
5. Characteristics and social aspects of mental and developmental disabilities.
6. Research methodology and program evaluation.
7. Institutional and social process, group dynamics.
8. Functions of psychologists in various mental health services.
9. Current trends in the field of mental health.
10. Professional training.
11. Community organizations and allied professional services.
12. Principles of personnel management and supervision.
13. The department's Equal Employment Opportunity (EEO) Program.
14. A supervisor's role in the EEO program and the processes available to meet EEO objectives.

Ability to:

1. Plan, organize, and direct or coordinate a specialized psychologist treatment program involving members of other treatment disciplines.
2. Provide professional consultation and program leadership.
3. Supervise consultation and program leadership.
4. Teach and participate in professional training.
5. Recognize situations requiring the creative application of technical skills.
6. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disabilities; to the conduct of research; and to the development and direction of a psychology program.
7. Plan, organize, and conduct research, data analysis, and program evaluation.
8. Conduct the more difficult assessment and psychological treatment procedures.
9. Analyze situations accurately and take effective action.
10. Communicate effectively.
11. Supervise professional staff.
12. Understand and effectively carry out State and departmental EEO policies.
13. Effectively contribute to the Department's EEO objectives.



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**How to Apply and Test**

The Application and Training and Experience Assessment are available on the internet. Applicants respond to questions regarding their ability to meet minimum qualifications, provide contact information, and take the Training and Experience Assessment. The application form for Senior Psychologist, Correctional Facility (Supervisor) is contained within the internet process; therefore, a standard state application is not necessary. You may apply and take the Training and Experience Assessment on the internet by connecting to the following on-line instructions:

[http://cphcs.hodesiq.com/bl\\_joblist.asp](http://cphcs.hodesiq.com/bl_joblist.asp)

If you do not have internet access, there are public access internet terminals in over 150 California public libraries. Contact your local library for information as to where the nearest internet terminal is located and the policies related to usage.

The testing period for this examination is six (6) months. Once you have taken the examination, you may not retest for six (6) months.

If you have a disability and need special testing arrangements, please contact the California Correctional Health Care Services' Examination Services Section at (916) 691-5894 to make specific arrangements.

**Eligible List Information**

The resulting eligible list will be established to fill vacancies within the California Department of Corrections and Rehabilitation. Names of successful candidates are merged onto the list in order of final scores, regardless of date. Eligibility expires 12 months after it is established, unless the needs of the service and conditions of the list warrant a change in this period. Competitors must then retake the Training and Experience Assessment to re-establish eligibility.

**Veterans Preference and Career Credits**

Veteran's Preference will be awarded in this examination. All persons who successfully pass this examination, who qualify for, and have requested Veteran's Preference will be placed in Rank 1 of the respective eligibility list, regardless of score. Career credits will not be granted in this examination.



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General Information

Applications are available at the State's career website at [jobs.ca.gov](http://jobs.ca.gov), local offices of the Employment Development Department, the California Correctional Health Care Services, and at the California Department of Corrections and Rehabilitation.

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement(s) does not assure a place on the eligible list. All candidates who pass the examination described in this bulletin will be ranked according to their scores.

Eligible Lists: Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional; 2) departmental promotional; 3) multi-departmental promotional; 4) service wide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

The California Correctional Health Care Services reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

General Qualifications: Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, an investigation may be made of employment records and personal history, and fingerprinting may be required.

High School Equivalence: Equivalence to completion of the 12<sup>th</sup> grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis (high school is four years).

Veteran's Preference: California law allows the granting of Veteran's Preference to any veteran, widow, or widower of a veteran, or spouse of a 100% disabled veteran who achieves a passing score in any Open examination to be ranked in the top rank of the resulting eligibility list. Directions to apply for Veteran's Preference are on the Veteran's Preference Application (CalHR 1093) which is available from Department of Human Resources at <http://jobs.ca.gov/Job/VeteransInformation> and the Department of Veterans Affairs at <http://www.calvet.ca.gov/>. Veteran's Preference is not granted once a person achieves permanent civil service status.

It is an objective of the State of California to achieve a drug-free work place. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants. Only individuals lawfully authorized to work in the United States will be hired.

For Current Examination Information, call  
(916) 691-5894 or 1-877-793-4473

California Relay Service for the Deaf or Hearing Impaired:  
1-800-735-2929

This bulletin cancels and supersedes all previously issued bulletins.